

INTISARI

Tujuan penelitian ini untuk mengetahui Pengaruh motivasi kerja dan lingkungan kerja terhadap kinerja karyawan RSUD. Bhakti Rahayu Surabaya. Obyek penelitian yaitu RSUD. Bhakti Rahayu. Teknik pengambilan sampling yang digunakan adalah *non-probability sampling*. Data penelitian diambil berdasarkan kuesioner oleh 70 responden. Sedangkan teknik analisis yang digunakan adalah analisis *regresi linier* berganda.

Pada penelitian ini menggunakan metode kuantitatif. Dari hasil uji t diketahui bahwa tingkat signifikan Pengaruh motivasi kerja dan lingkungan kerja secara keseluruhan dibawah 0,05, sehingga secara parsial variabel bebas memiliki pengaruh signifikan terhadap variabel terikat yaitu kinerja karyawan.

Dalam penelitian ini, Pengaruh motivasi kerja dan lingkungan kerja signifikan terhadap kinerja karyawan RSUD. Bhakti Rahayu Surabaya berarti benar dan tidak didasarkan secara kebetulan. Pengaruh motivasi kerja signifikan terhadap kinerja karyawan, pengaruh lingkungan kerja signifikan terhadap kinerja karyawan.

Bagi RSUD. Bhakti Rahayu diharapkan tetap menjaga motivasi kerja dan lingkungan kerjanya dengan baik agar kinerja karyawan sesuai dengan kebutuhan dan keinginan yang diharapkan para konsumen atau pasien.

Kata kunci : motivasi kerja, lingkungan kerja dan kinerja karyawan.

ABSTRACT

The purpose of this research is to find out the influence of work motivation and work environment to the employee performance of RSU. Bhakti Rahayu Surabaya. The research object is RSU. Bhakti Rahayu Surabaya. The sample collection technique has been done by using non-probabilty sampling. The research data is based on the questionnaires which has been issued to 70 respondents. Meanwhile, the analysis technique has been done by using multiple linear regressions analysis.

Metode quantitative has been applied in this research. It has been found from the result of t-test that the significance level of the influence of work motivation and work environment is less than 0.05, so partially the independent variables give significant influence to the dependent variable i.e. employee performance.

In this research, the influence of work motivation and work environment give signifocant influence to the employee performance of RSU. Bhakti Rahayu Surabaya means valid and it is not based on accidental. The work motivation give significant influence to the employee performance, work environment give significant influence to the employee performance.

It has been expected that RSU. Bhakti Rahayu have to maintain work motivation and work environment properly in order to make their employee performance in accordance with the needs and the desires which have been expected by the customer or patient

Keywords: work motivation, work environment, and employee performance